

register and bag a customer's groceries himself. This is a lesson from which every American should learn.

But Izzy Cohen was more than just a businessman. He was a good friend. He never hesitated to share his feelings and insights with me, to help me get a better perspective on whatever issue was foremost on my mind.

There is a lesson for all of us in Izzy Cohen's life: The most successful businesses are the ones in which workers and management act as a team. He proved that when management takes care of its workers, the workers will take care of management.

Mr. President, the two groups are inextricably linked. Each relies on the other to succeed. And when the workers feel that they are getting a fair shake, that the boss is looking out for them, they will do everything they can to ensure the vitality of the business.

It is my hope and belief that those who take over for Izzy Cohen will continue his work. I would also like to see workers and managers all across America learn from Izzy's example so that both groups, working together, achieve the success he and his employees have realized over the past 60 years.●

THE AFTERMATH OF THE ASSASSINATION OF YITZHAK RABIN

● Mr. D'AMATO. Mr. President, I rise today to comment briefly on the aftermath of the assassination of Israeli Prime Minister Yitzhak Rabin.

Following this tragedy, there was a great hue and cry as to who was responsible for the assassination. I would like to state that this is not a time for finger pointing, it is a time for investigating all those responsible for this murder and then, and only then can we accurately ascribe blame. At any rate, we must concur on one point: reasonable people can disagree, but murder is not a recourse or solution to a problem.

In light of this, I would ask that the text of a message of thanks from the Conference of Presidents of Major American Jewish Organizations to all those who offered their condolences be printed in the RECORD at the conclusion of my remarks.

The text of the message follows:

[From the New York Times Nov. 21, 1995]
THANK YOU TO ALL WHO JOINED IN SAYING
"SHALOM CHAVER"

(By the Conference of Presidents of Major American Jewish Organizations, Leon Levy, Chairman, Malcolm Hoenien, Exec. Vice Chairman)

We deeply appreciate the outpouring of condolences and solidarity from the bipartisan leadership of our country led by the President and our fellow Americans of all faiths, races and walks of life following the tragic assassination of Israel's Prime Minister Yitzhak Rabin.

This was a remarkable demonstration of the American spirit and the bonds of humanity that link us all. It also reflects the special relationship with the state and people of Israel and support for the peace process.

The countless expressions of concern and caring will be a lasting remembrance and an inspiration for the future.

This ad made possible by a grateful Jewish American.●

ORDERS FOR TUESDAY, NOVEMBER 28, 1995

Mr. THURMOND. Mr. President, I ask unanimous consent that when the Senate completes its business today, it stand in adjournment until the hour of 10:30 a.m. on Tuesday, November 28; that following the prayer, the Journal of the proceedings be deemed approved to date, no resolutions come over under the rule, the call of the calendar be dispensed with, the morning hour be deemed to have expired, the time for the two leaders be reserved for their use later in the day, and that there then be a period for morning business until the hour of 12:30 p.m., with Senators permitted to speak therein for up to 5 minutes each, with the following exceptions: Senator DORGAN or designee, 45 minutes; Senator THOMAS or designee, 45 minutes.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. THURMOND. Mr. President, I further ask unanimous consent that the Senate stand in recess from the hours of 12:30 p.m. to 2:15 p.m. for the weeklong vote on the ICC sunset bill. Without objection, it is so ordered.

PROGRAM

Mr. THURMOND. Mr. President, for the information of all Senators, at 2:15 on Tuesday, it will be the leader's intention to begin consideration of S. 1396, the ICC sunset bill. Rollcall votes can therefore be expected during tomorrow's session.

ORDER FOR RECESS

Mr. THURMOND. If there is no further business to come before the Senate, I now ask unanimous consent that the Senate stand in adjournment under the previous order following the remarks of Senator GLENN.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. GLENN addressed the Chair.

The PRESIDING OFFICER. The Senator from Ohio.

THE SITUATION IN BOSNIA

Mr. GLENN. Mr. President, I followed with great interest the comments made on the floor today, and on previous days, regarding the President's speech this evening on the situation in Bosnia and our potential participation in that effort.

I have said all along that I thought the odds were stacked against a peace agreement that we could work on and that had sufficient detail to enhance the likelihood of doing some good in that troubled area of the world.

We do, however, have an agreement that has been hammered out in Day-

ton. We should look at several things with regard to the agreement and what happens after the agreement. I said all along—and I say again today—the agreement must be specific in its detail. You cannot draw a line that is not exact. We cannot go over there and put our people in harm's way and find out later that something was not agreed to or that a line was not agreed to, or was not marked out closely enough. We must know precisely what we are protecting and who we are keeping apart. That kind of detail appears to have been worked out in Dayton.

Today we got a copy of the Proximity Peace Talks. In this, they specify that we will use 1,000 to 50,000 scale maps and charts. This will define the lines down to within 50 meters. Local commanders enforcing the truce within those areas will get together with the local people to define it even down below that 155 or 160 feet that would be the 50 meters. That is a pretty good definition of road intersections and road routes, and all are listed here; they are well defined. We want to see this carried out. It appears that we are well along the way toward defining the agreement in its initial phases.

The final agreement that will be signed in Paris—not just initialed—will even go into more detail, as I understand it. So the first requirement of a peace over there, and for our participation in it, or even considering American participation in it, is to see that we do have that agreement signed with as much detail as possible.

Now, a second requirement is a tough one. That is, a cease-fire has to have taken place and be in effect. That sounds great. Some may think that the military commander puts out word and the cease-fire occurs and that is it. That is not the way it works in that Balkan area. We were briefed on our trip there several weeks ago. One of the big problems over there is that 20 to 50 percent of the people in combat over there are not the regular troops that receive commands down the military chain of command. They are what are called the "irregulars," those who have a village they have been used to defending. They may have a rifle, and one man may be mowing hay one day and he decides it is his turn to protect whatever they are protecting. He then relieves another fellow and maybe takes the same rifle. That other man then goes back and cuts hay for a while. They take turns.

Those irregulars that have interests in particular local areas have been the primary reason why the more than 30 cease-fire agreements have failed in the last couple of years. Over 30 agreements have failed because the irregulars are not really taking their orders from anyone. Once they start firing, other firing starts, and the whole thing breaks down again.

So these two things must be in place before we can even consider sending Americans in there. One, the agreement must be worked out defining